



Registered Apprenticeship

MAI Grant

May 17, 2016

Presenters:

Rick Martagon

DLI

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DLI

Carrie Fink

DEED

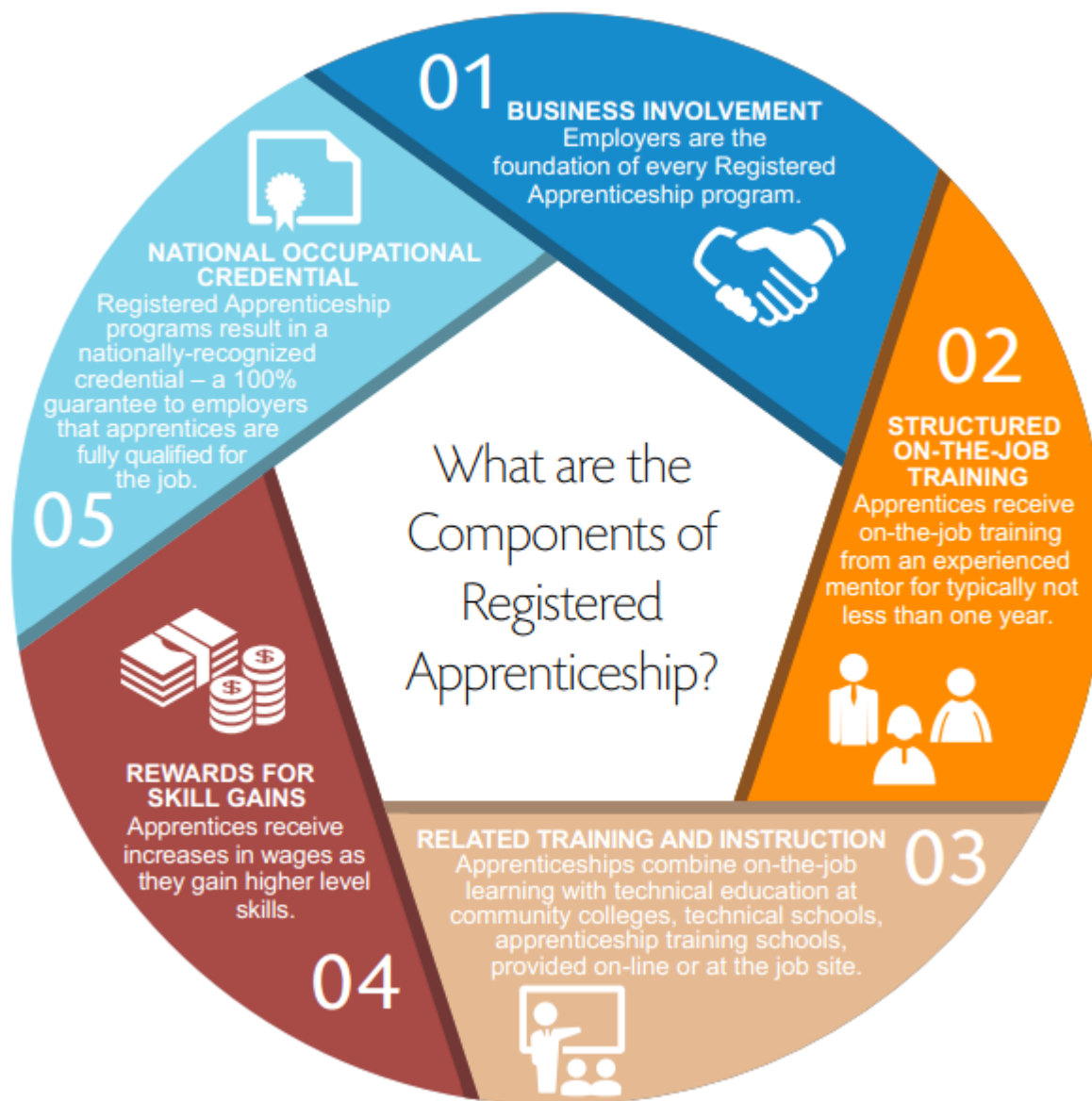


Agenda

- Introductions
- Registered Apprenticeship
- MAI Grant
- Discussion and Questions

Registered Apprenticeship in Minnesota:

- 11,000 + Registered Apprentices
- 335 Sponsors include unions, employer associations, and individual employers
- All registered apprenticeships programs in Minnesota are approved by the Minnesota Department of Labor and Industry



Registered Apprenticeship Requirements :

Employment with sponsoring employer

Work processes – A description of on-the-job training (2,000 hours)

Related Technical Education – A description of the coursework the apprentice will complete (144 hours)

Safety training – 50 hours

Progressive wage schedule

- Registered Apprenticeship Standards
- Registered Apprenticeship Agreement

Benefits for Business...

- Highly-skilled employees
- Reduced turnover costs
- Higher productivity
- More diverse workforce

Benefits for Workers...

- Increased skills
- Higher wages
- National credential
- Career advancement

Benefits for Workforce Intermediaries and Education Organizations...

- Proven model to help job seekers immediately start working and increase skills and earnings
- Effective strategy to connect with employers in diverse fields and to use as part of industry sector strategies



MINNESOTA DEPARTMENT OF
LABOR & INDUSTRY

*Minnesota*TM
Department of Employment and Economic Development

Minnesota Apprenticeship Initiative





American Apprenticeship Initiative Grant Goals:

- 1. Support expansion of quality and innovative Registered Apprenticeship training programs to employers, workers, and other key stakeholders.**
- 2. Align Registered Apprenticeship with post-secondary education institutions and workforce investment systems through innovative partnerships.**
- 3. Encourage employers to develop and offer Registered Apprenticeship opportunities.**
- 4. Utilize strategies that offer registered apprenticeship for all American workers, particularly those populations currently underrepresented in apprenticeship.**
- 5. Support high-growth occupations and industries where employers are using H-1B visas to hire foreign workers.**



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Minnesota Apprenticeship Initiative Grant:

Creating a delivery model to expand registered apprenticeship

Fiscal Agent: DEED

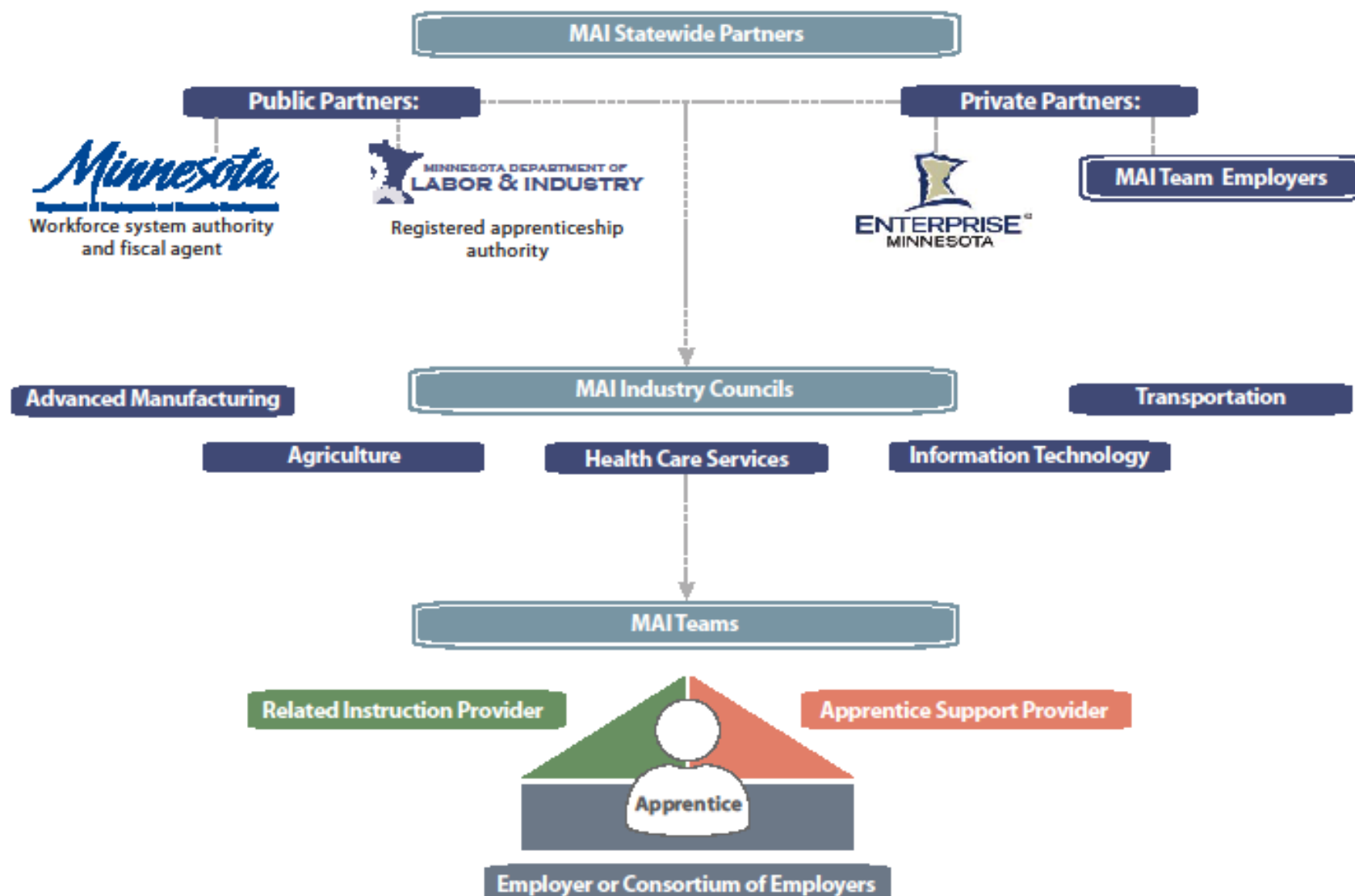
Funding: \$5,000,000

Leveraged Resources: \$100,000,000 (State System and Employer Contributions)

Registered Apprentices Served: 1,000 (814 DOL funded, 186 self-funded)

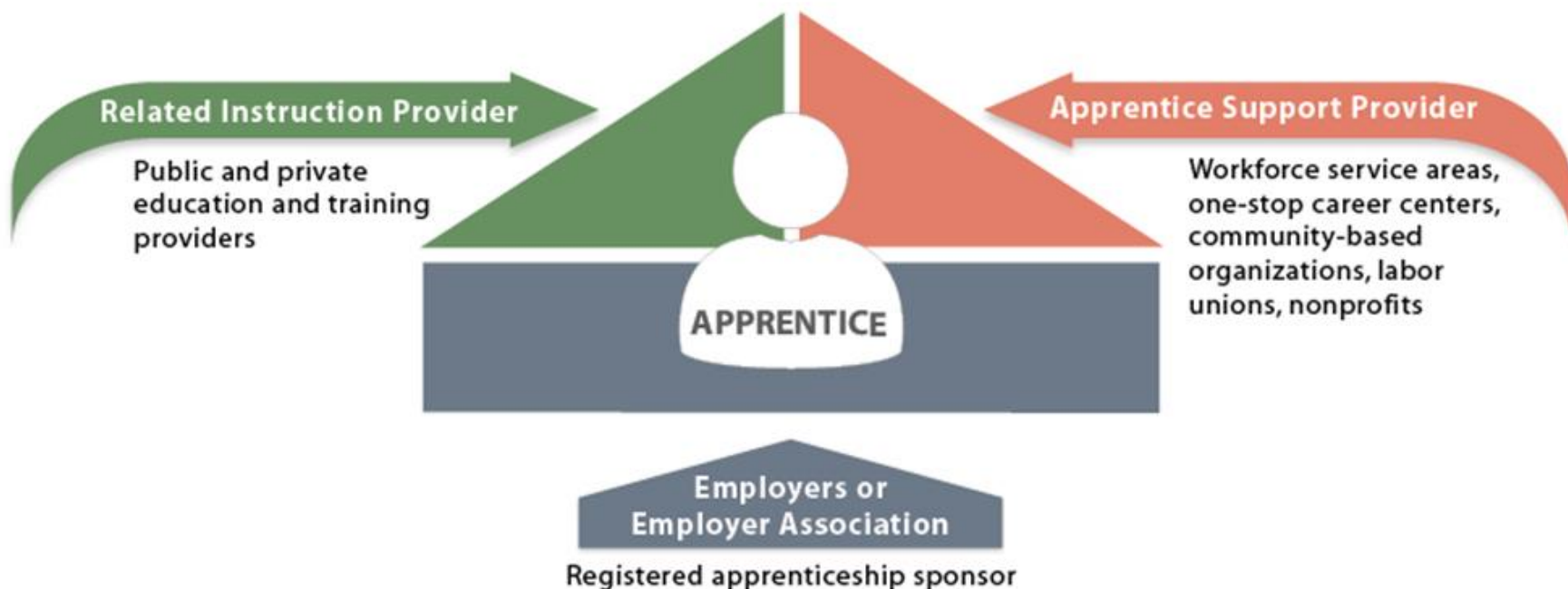
Registered Apprenticeship Programs: 30

Minnesota Apprenticeship Initiative





MAI Team Model:



Minnesota Apprenticeship Initiative Grant Milestones

Funding announcement	September 2015
US DOL sends DEED grant documents	October 2015
MAI grant program operational	January 2016
First registered apprenticeship agreements approved	February 2016
Start date for enrolling MAI registered apprentices	March 2016
29 Industry Sector Occupational Competency Standards complete	July 2018
814 apprentices are registered with DLI representing agreements with 101 employers	December 2019
185 individuals or 24% of all registered apprentices complete their program	June 2020
10,000 outreach and promotional activities including outreach materials, hands-on occupational experience, website, and local and regional events	June 2020



MAI Grant Activities: DLI and DEED

Required:

- Structured on the job training
- Competency based technical instruction
- State-issued industry recognized credentials at completion
- Employers must coordinate SWIFT vendor registration, grant contract, reimbursement form, and file maintenance with Carrie to be eligible for reimbursement.

Optional:

- Outreach and recruitment
- Co-enrolled program intake
- Assessment
- Career Guidance
- Life skills coaching and counseling

MAI Grant Reimbursable Activities

- Apprenticeship supplies and materials
- Off-set related instruction costs
- Establish employer registered apprenticeship infrastructure

NOTE:

- After a registered apprentice has successfully completed his or her first 90 days in the program, the MAI grant employer is eligible to submit for up to \$5,000 in reimbursement for allowable grant activities.
- 814 MAI registered apprentices will be eligible for the \$5,000 reimbursement. The additional 186 MAI registered apprentices will not be funded with US DOL grant dollars.



Development Steps

MAI Registered Apprenticeship Programs

1. Competency Work

Industry recognized competencies that identify:

- Related Instruction competencies
- Structured On-the-Job training competences



Development Steps

MAI Registered Apprenticeship Programs

2. Developing and Registering the Apprenticeship Program

Development of Apprenticeship Standards with DLI:

- Administration
- Related Instruction
- Work Processes

Approval of Apprenticeship Standards by DLI:

- John Aiken, Direct of Labor Standards and Registered Apprenticeship



Development Steps

MAI Registered Apprenticeship Programs

3. Registration and Training of Apprentices

- Each apprentice receives their own apprenticeship agreement
- Each apprentice is evaluated by the program to determine whether any program credit should be awarded.
- After an apprentice has been registered for 90 days in an MAI registered apprenticeship program, the employer can be reimbursed up to \$5,000 in MAI fund for grant approved activities.
 - NOTE: 814 MAI registered apprentices will be eligible for the \$5,000 reimbursement. The additional 186 MAI registered apprentices will not be funded with US DOL grant dollars.



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Lead Partner	Contact	MAI grant occupation(s)	Employers
AFCME Council #5 Minnesota	Eric Lehto	Medical Assistants, Certified Nursing Assistance Specialties	Hennepin Healthcare System, Inc. and Walker Methodist
Accessibility Inc./Anoka Technical College	Vicki Sandberg and Jon Olson	Rackers, Platers, Maskers, and Maintenance Technicians	Minnesota Association of Metal Finishers: The Lindgren Group, Twin Cities Plating, and Wolkerstorfer
Buhler Inc.	Bernd Weber Ellen Bies	Maintenance and Repair Mechanic, and Mechatronics	Buhler Inc.

Lead Partner	Contact	MAI grant occupation(s)	Employers
Central Minnesota Jobs and Training	Leslie Wojtowicz	Software Developer (1) and Security Analysis (1)	Nemadji Research Corporation
Fairview Health Services	Laura Beeth and Keisha Powell	AD RN to BAN/BSN and Perioperative RN Development	Fairview Health Systems
Hennepin Technical College	Cherie Rollings and Rich Kelly	CNC Machinist, Diesel Mechanic/Heavy Truck Repair	Lowell Inc., FORD Asset and Heavy Truck Repair Advisory Committee at HTC
Minnesota Innovation Institute	Mary Eaton and Robin Larson	Operators, Mechanics, and Technicians	ATS, and Nortech Systems
Minnesota Transportation Center	Chad Hadfield	Automotive Technician, and Automotive Collision Repair	Alliance of Minnesota Service Providers of Minnesota and Minnesota Auto Body Association

Lead Partner	Contact	MAI grant occupation(s)	Employers
Owens Corning	Jennifer Payne	Mechatronics and Mechanics	Owens Corning
Prime Digital Academy	Mark Hurlburt	Software Engineering	IT Consortium: Bluestem Brands, The Nerderly, and Sports NGIN
Saint Paul College	Melissa Cuff Frank Braswell Tracy Wilson	Machining, Mechatronics, Welding, Technician Facilities, and Maintenance Mechanics	Dalsin Industries and Ever-Green Energy
South Central College	Marsha Danielson Brad Schlosser	Professional Swine Management	Christensen Farms & Feedlots, Inc., Holden Farms, New Fashion Pork, Pipestone Systems, Schwartz



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Lead Partner	Contact	MAI grant occupation(s)	Employers
Stearns-Benton Employment and Training Council	David Green	Automation Expert, Trainer, Maintenance Level II, Line Supervisor, Production Manager, Community Health Worker, Support Desk Specialist , and IT Manager	GNP Company and CentraCare Health
Workforce Development Inc.	Dallas Groten Julie Olson	Mechatronics, CNC Machinist, Manufacturing Maintenance, Food Quality and Safety, Maintenance and Repair Mechanic, and Health Support Specialist	Amesbury Truth, K & G Manufacturing, Ornua Ingredients of America, Rochester Precision Machine, VIRACON, Caledonia Care and Rehab, Good Shepherd Lutheran Services and Three



MAI 1st and 2nd Quarter Updates

- 72 meetings for MAI grant stakeholders to educate them on RA and MAI.
- 10 of 30 occupational competency standards, including both related instruction and OJT competencies.
- 4 employers finalizing standards in May 2016, first apprentices to begin June 2016.
- Staffing: Carrie Fink (DEED), LaRohn Latimer (DLI), Jackie Buck (DEED).
- New grant round to open fall 2016.



DISCUSSION & QUESTIONS



Thank you!

Please contact:

Registered Apprenticeship: LaRohn Latimer at larohn.latimer@state.mn.us or 651-284-5223

MAI Grant: Carrie Fink at carrie.fink@state.mn.us or 651-259-7252

MN PIPELINE Project: Heather McGannon at heather.mcgannon@state.mn.us or 651-284-5130